

Company Policy – ISO 45001:2018 and ISO 14001:2015

G.M. International S.p.A., sensitive to the need to ensure environmental safety conditions and in the performance of its activities, in order to protect its employees and related third parties, has decided to proceed with the implementation of an Integrated Management System for Health and Safety at Work and of the Environment - ISO 45001: 2018 and ISO 14001: 2015.

With the introduction of the aforementioned Management Systems and considering the protection of the health and safety of workers and the environment as an essential objective to be achieved and constantly improved, the Company Management defines the following principles of the safety and environmental policy, which intends to achieve:

- To act in compliance with all current laws and regulations, adopting all the necessary preventive measures to protect the environment, health and safety of workers;
- To ensure the commitment in order to improve its environmental performance in terms of environmental protection and pollution prevention;
- To provide full cooperation to local communities and competent bodies, ensuring complete transparency in information and communication to the outside both for environmental issues and for health and safety at work;
- To implement consultation and participation of workers, including through their representatives, and of interested parties, and in particular of subcontractors, in all sectors of the environment, health and safety at work;
- To require all employees, each within their respective powers and duties, to operate taking care of the environment, their own health and safety, and that of other people involved.
- To involve third-party companies, called upon to work for the Company, to share the same criteria for the protection of the environment, health and safety defined in this policy.
- To the implementation of mitigation and improvement plans originating from the context analysis and risk assessment;
- To improve the primary company processes also in order to prevent and / or contain the impacts on the environment, in particular by encouraging differentiated waste collection, the push to use technologies that are as clean as possible or in any case aimed at containing the use of resources.
- To the involvement and awareness of the entire company structure, for the maintenance of a conscious behavior towards the environment, also considering all stakeholders

To pursue these objectives, the **Company Management** undertakes to:

- to make use of the specialist advice of the Safety Management Service (SGS) and the Environmental Management Service (EMS) to periodically monitor the application of the laws and regulations in force, integrating them with the systematic assessments carried out by the company representatives to limit risks of events, and of complaints / sanctions by the appointed bodies;
- to periodically examine the Safety Management Service (SGS) and the Environmental Management Service (EMS) - procedures, instructions, etc. - through the execution of internal audits and on-site inspections, revising them following new legislative obligations with the aim of providing all employees with constantly updated information.
- to promote information and training for all staff on the subject of the environment, health and safety in relation to the characteristics of the workplace, their activities and this policy;
- to pursue the continuous improvement of environmental and safety performance in order to guarantee environmental well-being, physical and intellectual well-being of the workers, making adequate economic, human and technological resources available.
- to promote the involvement of all interested parties (workers and their representatives, contractors) stimulating them to correctly manage risks by organizing periodic meetings to identify potential risks during work activities and identify actions / tools to prevent or limit the risks, periodically checking their implementation and analyzing with them the results.

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